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ABSTRACT

The purpose of this report is to update New Jersey's 1988 Comprehensive Child Care Plan (Child Care: Today's Challenge for Tommorrow), by informing the New Jersey legislature, governor, and citizenry about the status of child care in the state, the 1990 activities of the New Jersey Child Care Advisory Council, and updated recommendations and priorities. Introductory materials concern the council's membership, structure, and liaisons with government departments. Subsequent text describes initiatives and ongoing projects, advocacy and public awareness activities, legislation, and unresolved and emerging issues. A brief overview of child care in the state from 1988 to 1990 focuses on administrative policies and programs, legislative activities, professional initiatives, and major media events. The council's revised child care priorities are reported. Recommendations involve government and private sector activities and initiatives. The recommendations concern the areas of availability, affordability, accessibility, and quality of care; child care regulation; subsidies for the child care system; the profession of child care; parental roles and responsibilities; and ways to meet families' unique needs. The 20 recommendations for state fiscal years 1991 and 1992 are supplemented by a revised list that reflects new federal legislation. Appendices provide a fact sheet on state child care, a glossary of acronyms, and a form for ordering the council's publications. (RH)

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An Update

Child Care:

Today's Challenge For Tomorrow

New Jersey's 1988 Comprehensive Child Care Plan

Child Care In New Jersey '91

The 1990 Annual Report To The Legislature

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NEW JERSEY CHILD CARE ADVISORY COUNCIL

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SUBMITTED BY
THE NEW JERSEY CHILD CARE ADVISORY COUNCIL
David J. Harris, Jr., Chairperson
Edna Ranck, Coordinator

SUBMITTED TO
THE NEW JERSEY LEGISLATURE
and
JIM FLORIO, Governor

April 1991

Child Care in New Jersey '91:

The 1990 Annual Report to the Legislature and
An UPDATE on Child Care: Today's Challenge for Tomorrow

Prepared by:

The New Jersey Child Care Advisory Council
Office of Child Care Development
New Jersey Department of Human Services
222 South Warren Street, CN 700
Trenton, NJ 08625

For information about the Child Care Advisory Council, contact:

David J. Harris, Jr., Chairperson
(908) 249-4299

or

Edna Ranck, Coordinator
(609) 984-5321

Submitted to:
The New Jersey Legislature

and

Governor Jim Florio

New Jersey Child Care Unity Day
April 12, 1991

NEW JERSEY
CHILD CARE ADVISORY COUNCIL

MISSION STATEMENT

The New Jersey Child Care Advisory Council was established by New Jersey P.L. 1983, Chapter 492, the Child Care Center Licensing Act, and is mandated to advise and make recommendations on child care issues, policies and programs to the Department of Human Services, the DHS Division of Youth and Family Services, and the Division on Women in the Department of Community Affairs.

The Council provides leadership in child care by promoting awareness of child care issues, supporting and strengthening statewide and community efforts to expand and enhance child care programs and services, promoting linkages among individuals and organizations interested in child care concerns, and developing and recommending positions, policies, legislation, and programs related to child care and family issues. (Statement adopted January 16, 1991)

MEMBERS

(Through December 1990)

Judy Ashley
Carolyn Atherly
Dianne Keel Atkins
Sally Duff
Dorothy Dunfee
Steven Eberhardt
Dorothy Engle
Nancy Fehn
Carolyn Ferolito
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Kay Gellert
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Ciro Scalera
Suzanne Schmidt
Barbara Shaw
Timi Smith
Carlos M. Soto
Joyce E.I. Williams
Ann M. Wilson

TABLE OF CONTENTS

Page

TRANSMITTAL LETTER

EXECUTIVE SUMMARY OF RECOMMENDATION vii

INTRODUCTION 1

- Council Structure
- Council Membership
- Acknowledgements

1990 ANNUAL REPORT TO THE LEGISLATURE 6

- Initiatives and Ongoing Programs
- Advocacy and Public Awareness Activities
- Advisement Activities
- Legislation
- Unresolved and Emerging Issues

THE STATUS OF CHILD CARE IN NEW JERSEY (1988-1990) 14

- Child Care and Early Education since **Child Care: Today's Challenge for Tomorrow, A Comprehensive Plan for the Growth and Development of Child Care in the State of New Jersey, 1988**

UPDATE 1991: THE COUNCIL'S REVISED CHILD CARE PRIORITIES 17

- Availability, Affordability and Accessibility
- Quality
- Regulation
- Subsidizing the Child Care System
- The Profession
- Parental Roles and Responsibilities
- Meeting Families' Unique Needs

RECOMMENDATIONS 31

APPENDIXES 37

A. Fact Sheet on Child Care in New Jersey
B: "Alphabet Groups: Abbreviations in Early Education and Child Care"
C: Child Care Advisory Council Publications - Order Form

State of New Jersey
CHILD CARE ADVISORY COUNCIL
222 SOUTH WARREN STREET
CN 700
TRENTON, NEW JERSEY 08625
(609) 984-5321

JIM FLORIO
Governor

ALAN J. GIBBS
Commissioner
Department of Human Services

MELVIN R. PRIMAS, JR.
Commissioner
Department of Community Affairs

NICHOLAS R. SCALERA
Acting Director
Division of Youth & Family Services

ROBERTA FRANCIS
Director
Division on Women

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Vice-Chairperson

JUDITH LEBLEIN
Treasurer

STAFF
EDNA RANCK
Coordinator

Honorable John A. Lynch, President
New Jersey State Senate

Honorable Joseph J. Doria, Jr., Speaker
New Jersey General Assembly

Gentlemen:

The New Jersey Child Care Advisory Council is pleased to present to you, in compliance with state law, **Child Care in New Jersey '91: The 1990 Annual Report to the Legislature and An UPDATE to *Child Care: Today's Challenge for Tomorrow.*** The report describes the current work of the Council and updates its priorities and recommendations published in the 1988 comprehensive child care plan.

The State of New Jersey has made significant gains in recent years in providing child care and early education programs and services to families with children under 13 years of age. The state is recognized throughout the nation as an innovative leader in child care development. Now we face a new century anticipating that more and improved programs will be needed to ensure our children, our State's future citizens and workers, of a developmentally appropriate start in life.

The Council applauds the efforts of the legislature to address child care issues and recognizes Governor Florio's initiatives on behalf of children. At the same time, the Council urges the government and the residents of this state to continue the work presently underway.

We look forward to working with you in the coming year. For additional information about the Council, please contact Dr. Edna Ranck, Coordinator, at (609) 984-5321. Thank you very much.

Sincerely,

David J. Harris, Jr.
Chairperson

Carolyn Ferolito
Vice Chairperson

Judith Leblein
Treasurer

April 1991

New Jersey Is An Equal Opportunity Employer

EXECUTIVE SUMMARY OF RECOMMENDATIONS

Child Care in New Jersey '91: The Annual Report to the Legislature and An UPDATE to Child Care: Today's Challenge for Tomorrow is the New Jersey Child Care Advisory Council's account of the key child care initiatives and events that have taken place during the past three years. Now, with the significant increase in support from the state and federal government, parents, providers, and advocates have embarked on a comprehensive effort to expand and improve child care programs and services on an unprecedented scale.

The Council has merged its 1988 recommendations with the current priorities in order to influence the future development of the child care delivery system. While each of the 1988 recommendations is vital to the success of child care and early education efforts, the total number does not appear in the final list of recommendations. In selecting its priorities, the Council and its colleagues are addressing the critical issues in response to the needs of children, parents, and providers. As the plan for child care reform in New Jersey progresses, priority levels and appropriate funding sources will be assigned to each recommendation.

The recommendations are listed under five main categories selected by the Council to reflect the topic areas emphasized in the new federal legislation and that will be used in the statewide planning.

o <u>Resource Development and Facilities Expansion</u>

1. Implement a comprehensive impact study to determine short- and long-term child care needs.
2. Increase infant/toddler care in center- and home-based programs.
3. Provide wrap-around services for Head Start and children with special needs.
4. Support programs for teen-age parents.
5. Increase level of resources for family child care.
6. Establish crisis care units for infants and children.
7. Establish funding mechanisms for facilities expansion.
8. Establish a voucher/certificate system, in addition to purchase of services contracts.

o **Regulations & Standards**

9. Amend the current child care center licensing law to include school-age child care programs and the current voluntary family child care registration law to eliminate contradictions in the language of the two laws.

10. Fund more frequent life-safety and program inspections.

11. Continue support for a separate early childhood teacher certificate.

12. Establish a uniform incentive system which recognizes programs that exceed minimum quality standards.

o **Resource and Referral Services**

13. Increase level of resources for child care resource and referral system.

14. Implement a series of public relation campaigns to educate parents and the general public about the value of quality child care and early education.

15. Promote efforts to include parent involvement in the planning and operation of their children's child care programs.

o **Staff Salary and Compensation**

16. Conduct a statewide survey of child care center salaries and other types of compensation.

17. Increase center staff salaries and other forms of compensation.

o **Training**

18. Expand child care training for programs of all types and for all levels of administration and teaching.

19. Provide training for persons working with children involved in AIDS, homelessness, drug abuse and domestic violence.

20. Establish programs and training practices that promote sensitivity to multi-ethnicity.

STATE LEGISLATION SUPPORTED BY THE CHILD CARE ADVISORY COUNCIL

S-1369/A-3005 - Establishes an early childhood education certification

A-2247 - Establishes an office on child care in DYFS/DHS

S-1873/A-2506	-	Establishes an office on Employer-supported Child Care
A-3082	-	Appropriation for Child Care Advisory Council
S-1595/A-3585/ A-3790	-	Exempts registered family day care homes from zoning rules
A-4164	-	Allows public schools to be exempt from local zoning laws
S-2544/A-3138	-	Concerns toy safety
S-33/A-2308	-	Establishes Child Care Facilities Grant Program
S-2097/A-2307	-	Establishes Child Care Facilities Incentive Assistance Fund (loans)
S-1959/A-2008	-	Permits a corporation business tax credit for employee child care center
AJR-32	-	Establishes a study of insurance costs to child care centers

STATE LEGISLATION OPPOSED BY THE CHILD CARE ADVISORY COUNCIL

S-27/A-2294	-	Amends charitable immunity law
A-4152	-	Establishes a child care ombudsman in DYFS
S-839	-	Eliminates matching fund requirement for SSBG grants

INTRODUCTION

The New Jersey Child Care Advisory Council was established by the Child Care Center Licensing Act of 1983, Chapter 492, and is charged as follows:

* To review rules and recommendations governing the licensing of child care centers;

* To advise on the needs, priorities, programs, and policies relating to child care throughout the State;

* To study and recommend alternate resources of child care; and

* To facilitate employment-related child care through information and technical assistance.

The Council addresses issues pertaining to child care in New Jersey for all children from birth through 12 years, without regard to race, religion, or socioeconomic status.

The purpose of this report is to inform the New Jersey Legislature, the Governor, and the citizens of this state about the current status of child care in New Jersey, to report on the Council's activities carried out in 1990, and to update the recommendations and priorities from the 1988 **Child Care: Today's Challenge for Tomorrow/A Comprehensive Plan for the Growth and Development of Child Care in the State of New Jersey.** Specific recommendations include government and private sector activities and initiatives.

COUNCIL STRUCTURE

The Council is comprised of voting members, non-voting liaisons from selected state departments, and designees and representatives from the departments cited in the enabling legislation for the Council. The 37 voting members on the Council represent statewide child care and early education organizations, child advocacy groups, and others interested in children and families. Liaisons are appointed by the Commissioners of the Departments of Education, Health, and Labor; designees are named by the Division of Youth and Family Services (DYFS) in the Department of Human Services (DHS), and the Division on Women (DOW) in the Department of Community Affairs; and representatives are sent by the Department of Human Services' Office of Child Care Development (OCCD) and the Division of Economic Assistance (DEA).

An Executive Committee composed of the officers of the Council, the chairpersons of the standing committees, and two members elected from the Council membership meet periodically. The standing committees which meet regularly include Finance, Legislative-Government Action, Public Relations, and Research.

The Council meets monthly, except in August and December. Although meetings are open to the public, persons wishing to address the Council on child care-related issues are required to contact the chairperson or the coordinator to schedule a presentation.

COUNCIL MEMBERSHIP

(As of December 31, 1990)

Nineteen of the 37 members are appointed by statewide organizations (marked with an *), and 18 members are appointed by the Directors of DYFS and DOW. Affiliations are provided with the names of director appointees for identification purposes.

MEMBERS

JUDY ASHLEY
Fort Dix Child Care

DIANNE KEEL ATKINS
Roche Corporate Child Care Services

DOTTIE DUNFEE
League of Women Voters

DOROTHY ENGLE*
NJ School Boards Association

CAROLYN FEROLITO*
NJ Junior Leagues

LEE FORRESTER*
NJ Child Care Association

DIANE GENCO
Community Coordinated Child Care (4C) of Union County

ELISSA HAIRSTON
Middlesex Board of Social Services

CAROLYNN HENDERSON
Burlington County Community Action Program

JUDITH LEBLEIN
East Brunswick Recreation, Parks & Community Service

RICHARD MACALUSO
Building Blocks of Learning

PATRICIA MENNUTI*
Central Region Resource Center

WILBERT MITCHELL
Respond, Inc.

CAROLYN ATHERLY*
Head Start Directors Association

SALLY DUFF*
Family Day Care Organization of New Jersey

STEVEN EBERHARDT
Madison Area YMCA

NANCY FEHN*
NJ Parent-Teacher Association

MAXINE FISCHEL*
NJ Statewide Child Care Coalition

KAY GELLERT*
DYFS Child Care Policy Development Board

SELMA GOORE*
NJ School-Age Child Care Coalition

DAVID J. HARRIS, JR.
Greater New Brunswick Day Care Council

ELAINE KOSS
National Council of Jewish Women

ANNA LOPEZ*
Puerto Rican Child Care Coalition

SYDELLE MASON
Archway Programs

MARY ANN MIRKO*
Northern Region Resource Center

DOLORES ODOM*
National Black Child Development Institute

ANNETTE O'FLAHERTY
Child Advocate

AURORA RODRIGUES PIPELING*
NJ Task Force on Employer-Supported Child Care

CIRO SCALERA*
Association for Children of New Jersey

BARBARA SHAW*
Coalition of Infant/Toddler Educators

CARLOS M. SOTO
Mi Casita Day Care Center

ANN M. WILSON*
NJ Network on Adolescent Pregnancy-Rutgers University

JUDITH PALOMBI
Camden County Division for Children

BEVERLY RANTON*
Southern Regional Resource Center

SUZANNE SCHMIDT
Monday Morning, Inc.

TIMI SMITH*
NJ Association for the Education of Young Children

JOYCE E. I. WILLIAMS
YWCA of Camden County

GOVERNMENT DEPARTMENTAL LIAISONS

TYNETTE HILLS, Department of Education
CONNIE LYBARGER, Department of Health
LEONARD TALARICO, Department of Labor
STEPHEN McPHILLIPS, Department of Commerce and Economic Development (distribution list)

GOVERNMENT DIVISIONAL DESIGNEES

MARC CHERNA, Division of Youth and Family Services, DHS
FRAN ORENSTEIN, Division on Women, DCA

GOVERNMENT REPRESENTATIVES

ALETHA WRIGHT, Office of Child Care Development, DHS
SHARON POSTEL, Office of Child Care Development, DHS
BETTY BLANFORD, Division of Economic Assistance, DHS

STAFF

EDNA RANCK, Coordinator, OCCD, DHS

Members who retired or resigned from the Council during 1990 included **Sondra Bittens, Sandra Goettinger, Diane Lavelle, Pat Petracco, Faith Rodgers** and **Yasmina Vinci**. New members appointed to the Council were **Dorothy Engle, Nancy Fehn, Diane Genco, Carolynn Henderson**, and **Patricia Mennuti.**

ACKNOWLEDGEMENTS

In 1990, the State of New Jersey welcomed **Jim Florio** as Governor. The Council has appreciated Governor Florio's long-standing support of child and family issues while he was a member of the United States Congress and looks forward to working closely with the Governor's staff on the development of New Jersey's 1991 child care initiatives.

The Council thanks the many State Senators and General Assembly members who have introduced and supported child care and early education bills and offered its assistance to Senate and Assembly aides in drafting and moving child care legislation during this session of the legislature. Special appreciation is given to **Assembly Speaker Joseph J. Doria** for appointing the Assembly Task Force on Child Care, chaired by **Assemblywoman Marlene Lynch Ford.**

Appreciation is especially expressed to persons in government whose support makes possible an increased level of services for children and families, especially to **Alan J. Gibbs,** Commissioner, the Department of Human Services, and **Melvin R. Primas, Jr.**, Commissioner of the Department of Community Affairs, both of whom met with the Council during 1990, and who offer continued cooperation. Thanks go as well to **William Waldman**, Deputy Commissioner of DHS and former Acting Commissioner; **Nicholas R. Scalera**, Acting Director, Division of Youth and Family Services, DHS; **Roberta Francis**, Director, Division on Women, DCA; and **Marion E. Reitz**, Director, Division of Economic Assistance, DHS.

Many others in these departments worked diligently during the past year to aid the work of the Council: **Larry G. Lockhart**, Acting Associate Commissioner, DHS; **Betty Wilson**, Assistant Commissioner, DHS Office of Public Affairs: **Michael C. Laracy**, Director, DHS Office of Policy, Planning and Program Evaluation; **Ray Castro** and **Don Moeser**, DHS; **Marc Cherna**, **J. Patrick Byrne, Richard Crane, George Kobil, Stephen Hatola, Tamara Jakub** and **Ed Mottershead**, DYFS; **Janice M. Newman** and **Fran Orenstein**, DOW; and **Betty Blanford**, DEA.

The able assistance of the staff of the Office of Child Care Development (OCCD) in DHS makes the work of the Council much more effective. Thanks and gratitude go to **Aletha Wright**, Director and charter Council member; **Sharon Postel**, Deputy Director; **Edna Ranck**, Council Coordinator; **Teresa A. Buccarelli; Pat Townsend-Collier** and **Hilda Mitchell**. Staff on loan to OCCD include **Miriam Cortes**, Mathematica Policy Research, and **Yasmina Vinci**, Community Coordinated Child Care of Union County. Staff who left OCCD this past year are **Betty Blanford, Tamara Jakub, George Kobil, Steven Rosen** and **Diane Schonyers.** Additional clerical support for special projects has been provided to the Council by **Bernadette Burch, Pat Holsneck, Donna Hornyak** and **Gwendolyn Moody**, DHS; and **Maria Miranda**, DOW. The cover for this report was designed by **Gary Langfelder**, DHS Office of Planning and Program Evaluation, using the Council logo created by **Linda Hagen**, Bristol-Myers Squibb.

Special appreciation is expressed to the Council's Research Committee and its Report Subcommittee, composed of **David J. Harris, Jr., Fran Orenstein,** Chairperson **Ann Wilson,** and Principal Author **Edna Ranck.**

Finally, no current child care publication can omit reference to the passage of the federal **Child Care and Development Block Grant** and the **Title IV-A JOBS Child Care Entitlement Block Grant** as parts of the Omnibus Budget Reconciliation Act (OBRA) of 1990, signed into law by **President George Bush** on November 5, 1990. In part, these acts are the result of the national Alliance for Better Child Care (ABC), including child care advocates from New Jersey, which worked tirelessly throughout the past four years to ensure support for federal child care. In the history of legislation for American children and families, these grants are the first to address a broad range of child care issues, programs and services. To the New Jersey Federal Legislators and their Congressional colleagues who voted for the legislation, to Governor Florio for his support when he was a Congressman, and to President Bush, thank you very much.

1990 ANNUAL REPORT TO THE LEGISLATURE

INITIATIVES AND ONGOING PROJECTS

The New Jersey Child Care Advisory Council in its advisory role continues to be involved in the identification of critical child care issues and the ongoing development of child care initiatives. It is especially responsive to participating in collaborative child care ventures with government agencies and private sector organizations. The following summaries describe the recent progress of established programs and projects in which the Council has served in an advisory capacity.

Office of Child Care Development (OCCD)

In partial response to the Council's recommendation in **Child Care: Today's Challenge for Tomorrow**, the Office of Child Care Development was established in the Division of Youth and Family Services (DYFS) in 1988, and transferred to the Office of the Commissioner in the Department of Human Services (DHS) at the end of 1989. In addition to advising the Commissioner on child care issues, the OCCD is designed to provide policy leadership, ensure coordination of child care planning throughout the Department, and to to develop child care initiatives as needed. One goal of the OCCD is to assist Divisions and Departments in the development of child care policies, programs and services, while at the same time working cooperatively with community organizations.

At the present time, OCCD participates in the ongoing development of major child care efforts: **Expanded Child Care Options (ECCO)**, formerly Child Care Plus; the **Mini Child Care Program**; **Family Support Act/JOBS Child Care**; the **Federal Dependent Care Grant Program**; the **DHS Intradepartmental Child Care Working Group**, and the coordination of the **Child Care Advisory Council**. OCCD also takes part in the ongoing management of the **Urban Prekindergarten Pilot Project (UPP)**, a joint venture of the New Jersey Department of Education and the New Jersey Department of Human Services.

Expanded Child Care Options (ECCO), formerly Child Care Plus, is a child care research demonstration project funded by the Rockefeller Foundation and the Federal Administration for Children, Youth and Families (ACYF) in the U.S. Department of Health and Human Services in cooperation with Mathematica Policy Research, Princeton, New Jersey, and DHS. The six-to-seven year demonstration seeks to measure short-, medium- and long-term outcomes of extended and enhanced child care on welfare families, particularly the effect of child care services on the child's preschool, in-school and post-school performance. ECCO is planned as a large demonstration involving over 2,000 children of approximately 1,800 welfare reform participants. The demonstration is currently underway in Mercer and Passaic counties; a third site will be selected in 1991 from two counties with large urban populations: Camden or Hudson.

The child care component of the **Family Support Act/JOBS Act**, initiated in New Jersey as the REACH program, provides services for participants who voluntarily enroll in the REACH/JOBS welfare reform program with children under the age of two and guarantees child care for participants with children ages two to 13. Participants are eligible for child care benefits while they are in the REACH/JOBS program and for an additional one year post-AFDC transitional child care.

Every county has identified a Lead Child Care Agency (LCCA) that coordinates recruitment, training, referral services and resource development to ensure that JOBS participants have access to child care services. Child care policies that have emerged set child care rates based on a local market rate survey, including special rates for infants and preschool children with special needs; and have developed a special child care sliding fee scale that enables parents to contribute to the cost of child care during the one-year post-JOBS transition period. Other child care initiatives in the JOBS program include a child care capital expansion program for licensed child care centers and a federal grant award used to improve child care licensing, registration and monitoring efforts.

In 1989, **The Mini Child Care Center Program** was established as a pilot project to expand the number of child care slots in small child care centers enrolling between six and 35 children below the age of six or to encourage family child care homes to become licensed as small centers. A $300,000 grant was awarded to the Passaic County Child Care Coordinating Agency, Paterson, to develop a statewide coalition of existing agencies who recruited and assisted grant recipients throughout the state. Cash grants of up to $7,500, totalling $275,000, created over 400 new child care slots and enabled programs to expand by means of minor renovations, meeting life-safety licensing requirements, and acquiring essential equipment for the operation of a small child care center.

The Federal Dependent Care Grant has provided funding in New Jersey since 1987 to support activities related to School-Age Child Care (SACC) and child care services for children with special needs. Funding in FFY'90 amounted to $480,000 and was used to provide support services such as the **New Jersey Guide to Starting School-Age Child Care Programs**. The SACC mini-grants provide funds for planning, developing, establishing, expanding or improving SACC services; regional SACC technical assistance and resource development specialists; development and support of SACC coalitions on a county, region and statewide basis; development of staff training manuals for the integration of special needs children into center-based, family child care and SACC programs; and collection of data regarding the availability of child care services to special needs children.

The DHS Intradepartmental Child Care Working Group was established by the Office of the Commissioner to develop a comprehensive child care plan for the delivery of child care services across the Divisions of DHS. The Working Group has been charged with the following tasks: to conduct a resource inventory to determine all child care services provided through DHS Divisions and offices; to conduct a needs assessment of the child populations in need of services from DHS; and to develop a comprehensive DHS child care plan for delivery of child care services for SFY'92. It is anticipated that the

Working Group will become a basic link in the implementation of federal legislation for child care services.

The Urban Prekindergarten Pilot Project (UPP)

UPP was launched in FY'89 by the Department of Education, in cooperation with the Department of Human Services, as part of a five-year collaborative effort. The program has received statewide and national recognition as an innovative approach that is designed to help economically disadvantaged three- and four-year-old children succeed in school and to provide them with benefits that will carry over later in life. The program guidelines, used by all participating local programs, were developed by an interagency management team and require a comprehensive array of services to support child development and learning. The core of services include educational, nutritional, social, health, and child care services and opportunities for parent participation.

The UPP program is currently funded for $2.5 million for each year of a three-year period. Program sites were selected by a competitive grant application process and commenced in September 1989. They are located as follows:

* In Jersey City, UPP is sponsored and operated under the auspices of the Board of Education of the Jersey City Public Schools and serves 150 children.

* In East Orange, UPP is sponsored and operated by the East Orange Child Development Corporation and serves 132 children.

* In Newark, UPP serves 180 children and is sponsored and operated by a consortium of agencies: the Newark Preschool Council, Inc.; Leaguers, Inc.; Babyland Nurseries, Inc.; and the Newark Board of Education.

Each UPP sponsoring agency:

* Established a local advisory committee which helps coordinate the programs with other preschool programs and family services in the communities.

* Serve children in developmentally appropriate programs lasting six hours per day, with extended care of up to four additional hours for the children whose parents are working or in training.

* Provides intensive staff training programs and opportunities for parent involvement;

* Linked up with health nutrition and social services agencies.

* Made connections with the receiving public schools and other preschool programs.

ADVOCACY AND PUBLIC AWARENESS ACTIVITIES

In its advocacy role for child care issues and policies, the Council draws on its representative and expert membership to promote policies to expand and enhance child care statewide. Among the Council's public awareness activities in 1990 are the following:

* **Children's Defense Fund Strategy Seminar**, Washington, D.C.

* **Legislative Reception** held in the State House Annex to present the 1989 annual report. Invitations printed by DHS and Hoffmann-LaRoche.

* **New Jersey Association for the Education of Young Children Networking Day.**

* **New Jersey Reception** at the 1990 National Association for the Education of Young Children (NAEYC) Conference, Washington. Sponsors included Archway Programs; Johnson & Johnson; Mathematica Policy Research, Inc.; Merck & Co. Inc.; Monday Morning, Inc.; New Jersey Association for the Education of Young Children; New Jersey Child Care Association; New Jersey Division of Youth and Family Services/Office of Policy, Planning and Support; New Jersey Statewide Child Care Coalition, Inc.; and the New Jersey Task Force on Employer-supported Child Care. Special appreciation was also extended to the Department of Human Services/Office of Child Care Development and the Department of Community Affairs/Division on Women.

* Participation in the national study of collaboration in early education and child care underway at the **Yale University Bush Center in Child Development and Social Policy.**

* Acceptance of the Council's 1988 and 1989 annual reports on the ERIC educational document retrieval system.

* **Responses to public requests:** Distribution of Council documents at local, state and national conferences, mailings of over 400 documents, and responses to over 150 telephone inquiries.

* **Correspondence** on child care issues with Governor Florio; Commissioners Alan J. Gibbs, DHS, Melvin R. Primas, Jr., DCA, and John Ellis, Education; Thomas Corcoran; members of the New Jersey Congressional delegation; and members of the New Jersey State Senate and General Assembly. A letter to the editor was published in the **Star-Ledger**.

* **Meetings**. Wilbert Mitchell, chairperson, and Kay Gellert, Council member, met with Commissioner Gibbs, and Commissioner Primas in 1990. Soon after the Council's October 1990 election of officers, David J. Harris, Jr., chairperson, met with Christina Klotz, Office of the Governor.

* Members participated in **television and radio panels** and were featured in **newspaper and magazine articles.**

* Other public relations activities included initial revision of the Council **fact sheet**, drafting of Council member **biographies**, compilation of a statewide comprehensive **child care mailing list**, and the development of an **information child care packet** for legislators, the media, and new Council members.

* Many Council members have presented **keynote addresses, moderated and participated on conference panels, and presented papers and workshops** at local, state and national conferences. A partial listing includes the following:

  * School-Age Child Care Alliance (SACCA), Washington, D.C.
  * National Association for the Education of Young Children (NAEYC), Washington, D.C.
  * Save the Children Family Day Care Technical Assistance Conference, Atlanta, Ga.
  * William Paterson College Annual Symposium on the Young Child, Wayne, NJ
  * New Jersey Child Care Association, Atlantic City, NJ
  * New Jersey Association for the Education of Young Children, East Brunswick, NJ
  * Association for Children of New Jersey
  * Child Health Seminar, New Jersey Department of Health, Princeton, NJ
  * Institute for Research on Women, Eagleton Institute, Rutgers University, Princeton, NJ
  * Women's Agenda of New Jersey, Douglass College, Rutgers University, Princeton, NJ

Coordinator's Activities. The coordinator of the Child Care Advisory Council is responsible for conducting the research for and writing major reports, position papers, briefings, testimony and correspondence; drafting initial Council procedures; organizing, attending and reporting on Council meetings, standing meetings, ad hoc committee meetings, and conferences and special events; for maintaining Council records, documents and archives; and for providing the general public with information about the work of the Council.

In addition to administrative and research tasks, the coordinator has contributed papers and presented workshops at conferences and seminars, including the following for 1990: XII International Standing Committee on the History of Education, Charles University, Prague, Czechoslovakia; the Eisenhower Centennial Symposium, Gettysburg College, Gettysburg, Pa.; the Save the Children Family Day Care Technical Assistance Conference, Atlanta, Ga.; and the National Association for the Education of Young Children, Washington, D.C. An article, "A Paradox in Child Care: Mixed Feelings Between Directors and Regulators," was published in the September/October 1990 issue of **Child Care Information Exchange.**

Advisement Activities

In its advisory capacity, the Council regularly requests reports and presentations from various organizations and projects both in and outside of state government. Reports are made at regular Council meetings by Marc Cherna, DYFS designee,

Fran Orenstein, DOW designee, and Aletha Wright, Director of the Office of Child Care Development. In addition, the following topics were reported on during 1990:

* "Raising American's Children," PBS television series broadcast on New Jersey Network (Elaine Koss)

* New Jersey Welfare Reform (REACH) capital expansion funds (Faith Rodgers)

* Initial information on the Department of Human Services review of the sliding fee scale for subsidized child care (Florence Williams)

* Early childhood teacher certification (Timi Smith and Maxine Fischel)

* Results of the survey of child care needs of state employees carried out by the Division on Women (Fran Orenstein)

* Revision of State health code regarding immunization records and licensed child care centers (J. Patrick Byrne)

* Status of military child care services (Judy Ashley)

* Initial exploration of contributions of religious institutions to child care service delivery (Fran Orenstein)

* Distribution of Federal Family Support Act grants (Nicholas R. Scalera)

* Reorganization of DHS as it affects the OCCD (Michael Laracy)

* Role of the DHS Office of Public Information (Jacqueline Tencza)

* Vision for child care in DHS (Alan J. Gibbs)

* Vision for child care in DCA (Melvin R. Primas, Jr.)

* Status of child care projects in DOW (Janice M. Newman)

* Vision for child care in DOW (Roberta Francis)

* Status of child care in the Governor's office (Christina Klotz)

* Report on model child care centers and major child care issues (DYFS Child Care Policy Development Board)

* Status of child care services in DYFS (Nicholas R. Scalera, J. Patrick Byrne, and Marc Cherna)

* DHS Intradepartmental Child Care Working Group (Larry Lockhart)

LEGISLATION

Federal. When President Bush signed the Omnibus Budget Reconciliation Act (OBRA 90) into law on November 5, 1990, the United States took a major step

toward a significant level of federal support for child care. The new legislation falls into two main categories: the **Child Care and Development Block Grant Act (CCDBG)** and amendments to the **Family Support Act's Title IV-A,** notably the IV-A "At-risk" Entitlement Grant. These two appropriations complement other new federal legislation that includes the expansion of the Earned Income Tax Credit (EITC), the expansion of Head Start and Follow Through funding, and changes in the Child Development Associate (CDA) Scholarship Assistance program and the Dependent Care and Development Grants.

The CCDBG allows states flexibility in directing funds toward two main categories of services and programs: (1) activities for improved quality and availability of before- and after-school care and early childhood development services, and (2) activities for improved affordability. No state match is required and funds may be carried over into the next fiscal year.

The Title IV-A "At-risk" funds, which requires a state match, provides for low-income families who are not receiving Aid to Families with Dependent Children (AFDC), who need child care to work and would be at risk of becoming eligible for AFDC if child care were not provided.

The Council has reactivated its Federal Legislation Subcommittee, part of the Legislative-Government Action Committee (LGA), and will work with legislative staff from the Department of Human Services and with similar personnel in other organizations to develop recommendations on the use of the federal funds.

State. An LGA subcommittee review process was established to facilitate accurate and timely bill review.

Proposed amendments to the Child Care Center Licensing Law and the Family Day Care Registration Law were approved by the Council and will be forwarded to the Department of Human Services for review prior to discussion with individual legislators.

Testimony on behalf of the Council was presented by members of the Legislative-Government Action Committee before the Assembly Education Committee, the Joint Appropriations Committee, and the December 4th hearing of the Assembly Task Force on Child Care held at Rutgers University, New Brunswick, NJ.

UNRESOLVED AND EMERGING ISSUES

1989 Unresolved Issues

Although no specific policies have been established for these issues first identified in 1989, significant preliminary activity has taken place as noted below:

1. Early Childhood Teacher Certification - legislation is pending in the Senate and the Assembly.

2. Staff Salaries in Social Service Block Grant (SSBG) Child Care Centers - a report has been written and circulated by the DYFS Child Care Policy Development Board (PDB) and a national study on staff salaries has been widely distributed.

3. Regulating School-Age Child Care Programs - the Council has completed its proposed amendments to the Child Care Center Licensing Law and the Family Day Care Registration Law and has forwarded them to the Department of Human Services for review.

4. State Employee Survey of Child Care Needs - this survey continues to be under review by state departments.

Special Issues/Presentation Topics

The Council has selected key child care topics to be addressed at Council meetings and special events during 1991. The topics in priority order are as follows:

1. Cost of delivering quality child care programs
2. Public school for four-year-olds
3. Salary and compensation issues
4. Full-day kindergarten
5. Certification for all types of early childhood professionals
6. Integrating special needs children in child care programs

Other issues under LGA consideration include family child care home zoning and preschool vision screening.

Emerging Child Care Issues

In 1991, the Child Care Advisory Council anticipates working closely with colleagues in government and the community on the following topics:

1. A review of **sliding fee scales** used for various forms of subsidized child care.

2. A review of **eligibility criteria** for enrollment of and services for income-eligible children.

3. A review of the **statewide policy on methods of payment** for subsidized child care, including purchase of service contracts and vouchers.

4. A review of Governor Florio's **Good Start** early education and child care initiative.

5. A review of and recommendations for the implementation of the **Child Care and Development Block Grant Act** and **Title IV-A JOBS Entitlement Grant** funds in conjunction with existing state funding levels and other new federal monies.

6. A review of the **Head Start-State Collaboration** grant.

7. Participation in the development of the **DART/CITE Infant/Toddler Project** jointly sponsored by Kean College of New Jersey and the Coalition for Infant/Toddler Educators.

THE STATUS OF CHILD CARE IN NEW JERSEY

1988-1990

Since the publication in 1988 of the Child Care Advisory Council's comprehensive, long-range plan, **Child Care: Today's Challenge for Tomorrow,** significant child care and early education initiatives and related activities have taken place in New Jersey. In the face of so much that needs to be done in the child care and early education field, people sometimes forget how much has been done in the past. For example, in the five years immediately prior to the publication of the child care plan, New Jersey established child care voucher pilot projects in Hudson County (1983) and the seven southern counties (1986); the New Jersey Child Care Resource and Referral System (1986); and funding for Head Start wrap-around services (1987). All of these programs continue to operate and indications are that they will be exceptionally useful in the implementation of the new federal child care legislation.

The following list of actions includes administrative policies and programs, legislative activities, professional initiatives, and major media events that have occurred since 1988 and on which the future plans for child care and early education in New Jersey must be constructed. The list does not cite the numerous conferences, news articles and editorials, radio and television interview programs and documentaries, and professional publications and reports that occurred in New Jersey and the nation during this time period. Information on these is included in the reports noted above or can be obtained from the Council office at (609) 984-5321.

An update on selected basic child care facts in New Jersey is in Appendix A and frequently-used child care acronyms are in Appendix B. More detailed descriptions of many New Jersey child care efforts listed below may be found in **Child Care in New Jersey: A Report to the Legislature,** the Council's 1988 annual report; **Child Care in New Jersey 1989: A Report to the Legislature,** the Council's 1989 annual report; and throughout this report. An order form for Council publications is in Appendix C.

ADMINISTRATIVE POLICIES AND PROGRAMS

Unless otherwise noted, the following initiatives and projects are administered by the Department of Human Services and its' Divisions. Starting years are listed for projects and programs which still continue, while a single date is given for one-time events.

- REACH, NJ's welfare reform program, 1987
- Dependent Care/School-age Child Care Grant, 1987
- Survey of Child Care Needs of State Employees, completed in 1988 - Department of Community Affairs, Division on Women
- Office of Child Care Development, May 1988 - Transferred from DYFS to DHS Commissioner's Office, November 1989
- New Jersey Child Care Day, October 6, 1988 - sponsored by the Child Care Advisory Council

* Implementation of the regulations for the Family Day Care Provider Registration Act of 1987
* Expanded Child Care Options (ECCO), formerly referred to as Child Care Plus and the Rockefeller Project, 1988
* Employer-supported Child Care Steering Committee, 1989
* Revision and adoption of the **Manual of Requirements for Child Care Centers**, 1989
* Interagency agreement between the Division of Youth and Family Services and the Division on Women, 1989
* Employer-supported Child Care Steering Committee, 1989
* Child Care Programs Salary Survey: A Descriptive Report - New Jersey Statewide Coalition for Child Care, 1989
* Model Child Care Centers - report of DYFS Child Care Policy Development Board, 1989
* Urban Prekindergarten Pilot Program, 1989
* NJ Task Force on Employer-supported Child Care, a new name in 1988, formerly the Task Force on Child Care which started in 1982 - Department of Community Affairs, Division on Women
* Model Child Care Centers - report of DYFS Child Care Policy Development Board, 1989
* Position Papers on 5 Issues - report of DYFS Child Care Policy Development Board, 1990
* Mini Child Care Grant Program, 1990
* Statewide Family Day Care Public Awareness Campaign, 1990
* Major consideration of early childhood teacher certification by State Board of Education and by Senate and Assembly Education Committees, 1989
* Major consideration of family day care zoning issues by DHS/DYFS, DCA/DOW, Senate and Assembly Municipal Government committee, 1990
* DHS Ad Hoc Task Force on Child Care Fee Scales and Eligibility Guidelines, 1990
* DHS Intradepartmental Child Care Working Group, 1990
* Head Start-State Collaboration Project, US Department of Health and Human Services grant, Office of the Governor, 1990
* Council invited to participate in the Yale University Bush Center for Child Development and Social Policy study on early childhood collaborations, 1990

LEGISLATIVE ACTIVITIES

1. Increased legislative action on child care - introduction of bills, Committee hearings, Assembly Task Force on Child Care, and caucus activities on selected bills

2. Enactment of the Family Leave Act of 1989 (S.2934/A.2678; P.L. 1989, Chapter 261).

3. Enactment of an Act permitting child care to operate in all non-residential districts of a municipality (S.1117; P.L. 1989, Chapter 286).

4. Enactment of the federal Omnibus Budget Reconciliation Act of 1990 OBRA 90) including the Child Care and Development Block Grant

(CCDBG) and the Title IV-A "At-risk" Grant (based on child care legislation first introduced in 1988).

5. Enactment of the Family Support Act of 1988 - national welfare reform program.

6. Annual legislative receptions held by the Council to present its annual report and to recognize legislators active in child care legislation, 1989, 1990.

7. Appointment by Assembly Speaker Joseph J. Doria of an Assembly Task Force on Child Care, chaired by Assemblywoman Marlene Lynch Ford, to hold public hearings and to make recommendations on child care policy, 1990.

PROFESSIONAL INITIATIVES

1. Child Care Action Campaign - National Advisory Panel, 1988.

2. National Association for Family Day Care - National Resource Panel, 1989.

3. DART Initiative (Dissemination, Advocacy, Research & Training) - a joint project of Kean College of New Jersey and the Coalition for Infant/Toddler Educators (CITE), 1990.

4. **Early Childhood Education: An Agenda for Young Children**, published by the New Jersey School Boards Association, 1990.

5. **An Unfinished Agenda: A New Vision for Child Development and Education,** published by the Committee for Economic Development, 1991.

MAJOR MEDIA EVENTS

1. Star Ledger-Eagleton Institute of Politics Polls on Child Care: March 13, 1988 and March 10, 1991.

2. **Child Care America** - Public Broadcasting System national campaign, 1988.

UPDATE 1991: THE COUNCIL'S REVISED

CHILD CARE PRIORITIES

The Child Care Advisory Council's long-range child care plan, **Child Care: Today's Challenge for Tomorrow**, published in January 1988, was based on data collected in 1986 and 1987. The plan concluded with 43 recommendations and a fiscal summary for a period of three years. The Council is proud to acknowledge that some of the recommendations have been adopted and is pleased that many have been addressed by government, employers, and the child care profession. Still others, while important and needed, have been set aside for future reference. In this review of the 1988 recommendations and priorities, the Council acknowledges action currently underway and presents its revised recommendations to reflect the current status of child care and state finances.

The addition of over $20 million in new federal funding in 1991 and beyond, the availability of existing state funds, and the possible access to other government and private sector funding also changes the picture. Where fiscal notes have been retained, it is because those services are essential to effective child care service delivery or are needed in order to implement successfully the funds that are available. The section concludes with a list of priorities which will be considered in the planning process for spending the new and existing state and federal funds.

The following list of findings and recommendations are given in the order in which they were listed in the 1988 plan. For each recommendation, the following information is provided: "accomplishments to date," "strategies," and "fiscal agenda." In some cases, the strategies have been updated to reflect current child care needs and the budgetary constraints facing the state. **To use with a copy of the 1988 plan, please see Section II, pp. 54-75.**

The Council's 1991-92 recommended priorities are listed at the conclusion of this chapter.

AVAILABILITY, AFFORDABILITY AND ACCESSIBILITY

Finding: More affordable, accessible quality child care resources are needed to meet New Jersey's growing needs.

Recommendation 1: A comprehensive multi-correlated impact study must be completed to determine present and future child care needs, as well as the costs and benefits associated with provision of services to meet those needs. Factors to be considered and areas to be addressed in the study must include: employment and economic growth forecasts, geographic disbursement and concentration of need, birth rate as it affects service needs, population characteristics such as income and ethnic differences, specific needs of non-English speaking populations, and parental preference regarding type of care--center- or home-based.

Accomplished to date: Statewide polls on child care were carried out and published by the Star-Ledger and Eagleton Institute of Politics in March 1988 and March 1991.

Strategy and **Fiscal Agenda** remains the same: (a) Establish a study design and diverse oversight committee under the auspices of the Child Care Advisory Council; (b) Secure additional resources to determine scope of needs assessment; (c) Conduct survey and analyze data; and (d) Use findings to augment the existing child care planning process: **$175,000.**

Recommendation 2: Wherever possible, expand existing child care services to meet changing community needs.

Accomplished to date: Mini Child Care Grants, Dependent Care Grants, Urban Prekindergarten Pilot Program, Head Start wrap-around; and use of Federal Family Support Act funds.

Strategies: (a) Appropriate funds to continue the Mini Child Care Program; (b) Appropriate funds to continue and expand the Urban Prekindergarten Pilot Program; and (c) Appropriate funds to continue assistance to expand Head Start to full-day services.

Fiscal Agenda: (a) Mini Child Care, **$500,000**; (b) UPP, **$2.5 million**; (c) Head Start "Wrap-around," **$1.2 million.**

Recommendation 3: Expand the number of family day care homes in New Jersey.

Accomplished to date: Since 1988, the number of registered family child care homes under the State's voluntary registration program has increased from 1,250 to 3,600, with an estimated 25,000 unregistered homes in operation. A comprehensive statewide family child care public awareness campaign has been in operation since mid-1990.

Strategies: All of these strategies can be expanded or replicated statewide: (a) Allocate funds to continue expanding registration of family child care homes; (b) Pursue expansion regionally, in counties, and in municipalities; (c) Bilingual programs have started in some localities, but can be expanded and replicated; (d) The "More Alike Than Different" campaign to enroll children with special needs in child care programs should include family child care programs; (e) An Intergenerational Joint Venture between the Division on Women and the Division on Aging works to educate displaced homemakers about becoming family child care providers; (f) Family Support Act (welfare reform) funds have been used to expand family child care; (g) Continue using established family child care public awareness campaign, including efforts to inform municipalities about zoning issues (current state legislation is pending on family child care zoning); and, (h) The Family Day Care Provider Registration Act of 1987 offers voluntary registration to providers throughout the state.

Fiscal Agenda: **$500,000** for expansion of existing services so that sponsoring organizations can register as many providers as possible.

Recommendation 4: Expand the availability of center-based infant/toddler care; the feasibility of developing an infant/toddler care system must be explored. Such a system would include a center-based program or sponsoring agency as a core, with a network of satellite infant/toddler/family day care homes. The sponsoring agency would provide technical assistance, training or other supportive services to the infant family day care home.

Accomplished to date: While a sizeable number of family child care sponsoring organizations exist throughout the state, a very limited number of satellite programs are in operation.

Leave as is: Establish a statewide, representative working group to explore this recommendation.

Fiscal Agenda: Not applicable.

Recommendation 5: Develop a statewide needs assessment to demonstrate the need for school-age child care.

Accomplished to date: A preliminary survey was conducted in 1987. Since that time, the federal Dependent Care Grant and State funding has enabled the state to expand school-age child care support services and planning at the regional and county levels.

Strategy: Use existing state and county coalitions to conduct a needs assessment for school-age child care.

Fiscal Agenda: Use existing resources.

Recommendation 6: Create one office within state government to be responsible for the coordination of all aspects of child care policy and service development.

Accomplished to Date: An Office of Child Care Development (OCCD) was established in the Division of Youth and Family Services in the Department of Human Services (DHS) in May 1988, and was transferred to the DHS Commissioner's office in November 1989.

Strategy: Legislation should be supported that would establish a more permanent office with sufficient staff to meet the growing need for child care planning, training and technical assistance.

Fiscal Agenda: To be determined.

QUALITY OF CARE

Finding: Children and their families who use child care services are entitled to a quality experience. Many parents need general information to help them determine what constitutes quality in a child care program. In addition, an

incentive system is needed which would uniformly recognize those programs that exceed mandated baseline quality standards. The general public must also be educated to understand its role in providing and insuring quality child care services.

Recommendation 1: Establish a uniform incentive system which recognizes programs which exceed current mandated minimum quality standards.

Accomplished to date: Twenty-three licensed centers are accredited by NAEYC's National Academy for Early Education Programs and over 100 are engaged in the initial self-study phase. Some New Jersey family child care providers are accredited by the National Association for Family Day Care (NAFDC).

Strategies: (a) Explore ways of assisting programs to become accredited, using NAEYC's National Academy for Early Education Programs for centers and the NAFDC standards for family day care providers; (b) Include multi-lingual/cultural programs in the support of an incentive system.

Fiscal Agenda: Base funding on cost of accreditation process and number of interested programs. Seek funding from private sector sources.

Recommendation 2: Design a public relations campaign aimed at increasing the knowledge of parents and the general public about quality child care.

Accomplished to date: See above for information on the family child care public awareness campaign, Recommendation No. 3 under "Availability, etc.," p. 19.

Strategy: Build on the existing family child care public awareness campaign and include a broad range of dependent care concerns. Design a long-range campaign and implement gradually.

Fiscal Agenda: $75,000 for the first year. Subsequent years to be determined.

CHILD CARE REGULATION

Finding: Both parents and child care professionals agree that there is a need for state government to regulate minimum standards for the provision of all child care services [sic].

Recommendation 1: The state's Department of Education should adopt regulations governing early childhood education and child care programs operated by public schools for children up to thirteen years of age. These regulations should contain standards that are not lower than the level of child care center licensing regulation adopted and implemented by the Division of Youth and Family Services (DYFS).

Accomplished to date: No action

Strategy: Review recommendation.

Recommendation 2: Amend the Child Care Center Licensing Act (N.J.S.A. 30:5-B-1 to 15.

Accomplished to date: The Council has proposed amendments to the Center Licensing act and to the Family Day Care Provider Registration Act (N.J.S.A. 30:5B-16 et seq.,) in part to clarify language and to recognize the changing needs for child care regulation in New Jersey.

Strategy: Pursue action to have proposed amendments introduced into the legislature.

Fiscal Agenda: To be determined.

Recommendation 3: Add staff to DYFS Bureau of Licensing.

Accomplished to date: At the present time, DYFS has adequate licensing staff to meet existing needs.

Strategy: If new licensing initiatives are implemented, additional staff would be needed. Consult with DYFS Bureau of Licensing staff if licensing requirements change.

Fiscal Agenda: To be determined.

Recommendation 4: Expand funding for registering family day care homes.

Accomplished to date: Family Support Act funds have been used to supplement the family child care registration program in order to address a backlog of applicants requesting voluntary registration. The backlog was generated as a result of insufficient State funding allocated for the registration program, which impeded the ability of the family child care sponsoring organizations to process all of the applicants seeking registration.

Strategy: Explore all means by which to expand funding for family child care registration.

Fiscal Agenda: To be determined.

Recommendation 5: Implement mandatory family day care registration.

Accomplished to date: Statewide voluntary registration has been implemented and waiting lists for registration exist in many family child care sponsoring organizations.

Strategy: Explore the feasibility of mandatory registration, keeping in mind the high estimated cost as noted in the Fiscal Note.

Fiscal Agenda: DYFS has estimated that the cost of mandatory registration of the approximately 25,000 non-registered family child care providers would be $11 million.

SUBSIDIZING THE CHILD CARE SYSTEM

Finding: Both the government and the private sector must join forces to provide additional child care subsidies for eligible populations.

Recommendation 1: Establish a committee to explore possible revisions of New Jersey tax laws to secure an ongoing funding source for child care services.

Accomplishments to date: Council appointed a subcommittee of the Legislative-Government Action Committee to explore tax laws. Because of loss of revenues implied by tax advantages to employers or individuals, the Division on Taxation routinely opposes such legislation. The topic has been tabled for future consideration.

Strategy: Resume consultations with Division on Taxation and legislators who have introduced bills addressing the tax issue.

Fiscal Agenda: Not applicable.

Recommendation 2: Immediately establish a Public/Private Child Care Partnership Trust Fund to help subsidize the cost of care to families with low and moderate incomes. In this fund, the state would match monies contributed by the private sector.

Accomplishments to date: Legislation has been introduced in past legislative sessions, but not in the 1990 session.

Strategy: Continue to support the recommendation in light of additional funds that would be generated. Discuss topic with states that have implemented such a fund.

Fiscal Agenda: $500,000.

Recommendation 3: Low interest grants and loans.

Accomplishments to date: Legislation is in both the Senate and the Assembly.

Strategy: Continue advocating for legislation because of the need to strengthen and expand the existing infrastructure.

Fiscal Agenda: S-2097, A-2397, The Child Care Facilities Incentive Assistance Fund, **$4 million**, and S-33, A-2308, The Child Care Facilities Grant Program, **$2 million**.

Recommendation 4: Expand child care voucher programs.

Accomplishments to date: The pilot voucher programs in Hudson County and the seven southern counties have continued but have not been expanded.

Strategy: The new federal child care legislation emphasizes the use of vouchers in addition to purchase of service contracts, and requires a voucher system to be in place by October 1992. Establish a statewide working group on the development of a voucher or certificate system.

Fiscal Agenda: To be determined.

Recommendation 5: Increase funding for Social Services Block Grant (SSBG) programs.

Accomplishments to date: Added funds for SSBG contracts have been provided in recent years.

Strategy: The new federal child care legislation is expected to require a review of existing funding patterns, including eligibility and copayment policies. A statewide ad hoc working group on sliding fee scales and eligibility requirements was convened in 1990 and will report to the Department of Human Services in 1991.

Fiscal Agenda: To be determined.

Recommendation 6: Fund Head Start-like program to expand child care for children living at or below the poverty level.

Accomplishments to date: In SFY'91, the funding for Head Start Wrap-around services is **$1.2 million**.

Strategy: New Head Start funds are expected in 1991, although they will not be available for wrap-around services. Other new federal funds may become available. Review policy toward Head Start funding for wrap-around services this year.

Fiscal Agenda: To be determined.

Recommendation 7: Funding for Teen Parents.

Accomplishments to date: To be researched.

Strategy: To be reviewed in light of new federal funding.

Fiscal Agenda: To be determined.

Recommendation 8: Children with Special Needs

Accomplishments to date: DHS is currently using federal dependent care grant funds to operate a Special Needs Child Care Project which produced a guidebook and sponsored a recent statewide conference on children with special needs in school-age child care programs. Over 200 persons attended.

Strategy: Pursue 1988 strategies.

Fiscal Agenda: To be determined.

Recommendation 9: Increase level of resources for family day care.

Accomplishments to date: See sections above on family day care.

Strategy: Same

Fiscal Agenda: To be determined.

Recommendation 10: Increase funding for Child Care Resource and Referral System (CCR&R).

Accomplishments to date: Family Support Act funds were used to expand the CCR&R system, so that a local CCR&R agency is now available in each county. At the time the CCR&R system started in 1986, funding was available for only 25 percent of working families with children under age six. Since that time, the system has been expanded significantly, using government and private sector funds.

Strategy: Continue funding the CCR&R system until every county has sufficient fiscal resources available to provide baseline services to all residents and employees.

Fiscal Agenda: To be determined.

Recommendation 11: Promote state government to take a leadership role in providing child care services to its employees.

Accomplishments to date: At the present time, New Jersey supports in part the child care centers at four sites, three in Trenton and one in Skillman, near Princeton. Planning is underway for a fifth center to be located in Newark for employees from several state departments.

Strategy: Continue exploration of need with departments interested in starting an on-site center.

Fiscal Agenda: To be determined.

Recommendation 12: Increase child care center staff salaries.

Accomplishments to date: Funds were given to Social Service Block Grant (SSBG) centers for staff salary increases. The DYFS Child Care Policy Development Board issued five position papers on child care fiscal issues, including one on "Staff Salaries." In 1989, the New Jersey Statewide Coalition for Child Care issued **Child Care Programs Salary Survey: A Descriptive Report**, and the Child Care Employee Project published a major national study entitled **Who Cares? Child Care Teachers and the Quality of Care in America**.

Strategy: Continue discussion on ways in which to increase staff salaries, including a statewide salary survey.

Fiscal Agenda: Cost of a survey to be determined.

Recommendation 13: Identify child care programs supported by or affiliated with, religious organizations.

Accomplishments to date: As noted in the 1988 child care plan, religious institutions are among the major supporters and sponsors of child care in the United States. To determine the role played by churches, temples and other religious organizations in New Jersey, contacts have been established with the New Jersey Catholic Conference and the New Jersey Council of Churches (Protestant). The Division on Women designee to the Child Care Advisory Council and the Council coordinator met with the Director of the Ecumenical Child Care Network at the National Council of Churches office in New York City in the Fall of 1990

Strategy: Additional efforts to contact persons in the Jewish and other faiths are needed. Continue building on existing contacts.

Fiscal Agenda: Use existing resources.

CHILD CARE: THE PROFESSION

Finding: There is a great deal of concern on the part of child care professionals regarding certification requirements for early childhood educators. These issues must be thoroughly researched, (as well as the training and management needs of child care staff.) A solution to the low salaries paid to child care professionals must be determined.

Recommendation 1: Comprehensive survey of child care staff salaries.

Accomplishments to date: In 1987, the New Jersey Statewide Coalition for Child Care conducted a salary survey and reported its findings in Child Care Programs Salary Survey: A Descriptive Report in 1989. An updated and expanded survey of New Jersey child care compensation may be appropriate during 1990, particularly in light of the results of the 1989 National Child Care Staffing Study entitled Who Cares? Child Care Teachers and the Quality of Care in America conducted by the Child Care Employee Project.

Funding designated for salary compensation was allocated to Social Service Block Grant (SSBG) centers in 1989.

Strategy: Use national data to demonstrate the need to upgrade staff compensation in centers. Offer technical assistance on compensation and other budgetary issues to licensed child care programs.

Fiscal Agenda: Use existing resources to conduct the salary survey.

Recommendation 2: The New Jersey Department of Education, in cooperation with the New Jersey Department of Human Services, should commission a study of the long-term impact of the changes in teacher certification on the state's child care and early childhood education system. Research should also evaluate the effects on the provision of services and quality of care in early childhood programming.

Accomplishments to date: Since the 1988 child care plan was published, the issue of a separate early childhood teacher certification has been addressed by the State Board of Education (SBE), the Department of Education, the Assembly Education Committee, and the Senate Education Committee. The two committees recently released bills that would establish a separate certification. In 1989, the Council issued a position paper on the topic and testified on two occasions before the SBE and before the Senate and Assembly Education Committees

Strategy: Continue support of legislation. Re-examine 1988 recommendation at some time in the future.

Fiscal Agenda: Not applicable.

Recommendation 3: **Expand existing child care training.**

Accomplishments to date: Very little is known about the existence of the range of training for child care and early educators in New Jersey, except that it goes on in a variety of ways.

Strategy: The NJ Child Care Advisory Council, in conjunction with the Office of Child Care Development in the Department of Human Services, the Division of Youth and Family Services, the Division of Economic Assistance, the Division on Women, the Department of Education, the Department of Higher Education, the Department of Labor, and the Department of Health, should identify all training opportunities for persons in the field of early care and education, ranging from informal training to academic programs.

Fiscal Agenda: **$10,000** to prepare and disseminate a directory of training opportunities for persons interested in the field of early education and child care.

Recommendation 4: Assist society in recognizing the value of child care as a profession.

Accomplishments to date: Most efforts to inform the public about the value of child care occur at the county or local level. The Child Care Advisory Council sponsored the New Jersey Child Care Day in 1988, and will sponsor a Child Care Unity Day on April 12, 1991, during the Week of the Young Child.

Strategy: Participate in the National Association for the Education of Young Children (NAEYC) 1990 project on The Full Cost of Quality in Early Childhood Programs.

Encourage and help design funding programs to assist centers and family day care providers in becoming accredited through their respective professional organizations: NAEYC for centers and the National Association for Family Day Care (NAFDC) for providers.

Encourage centers to use the NAEYC self-study, even if they are not ready to complete the full accreditation process.

Fiscal Agenda: Use existing resources.

PARENTAL ROLES AND RESPONSIBILITIES

Finding: The child care provider offers an essential service to the working parent and has much potential to assist parents with their needs for support services. Parents also have many abilities and talents which can help providers enhance programs and advocate for services. A partnership approach between child care providers and parents will benefit the parent, the provider, and, most importantly, the child.

Recommendation 1: All child care programs should be required to have parent organizations, parents groups, or parent advisory committees, and to allow for parent input into the program, including its goals and objectives.

Accomplishments to date: Revised child care center requirements now include parent participation activities.

Strategy: Expand the SSBG preschool training project to include workshops designed to help in the formation of parent advocacy groups. Recommend that academic, pre- and in-service training programs provide information for developing parent participation activities.

Develop training programs and materials for parents with children in child care and early education.

Encourage development of and technical assistance for parent groups similar to PTAs.

Fiscal Agenda: Use existing resources.

Recommendation 2: Child care programs should be designed to encourage parental involvement.

Strategy: Establish a statewide task force on parental involvement to include parents, providers, and policymakers.

Fiscal Agenda: Use existing resources.

Recommendation 3: Parents and providers must work together to insure that programs are developed which are sensitive to and appropriate for multi-ethnic populations.

Accomplishments to date: To be identified.

Strategy: Research current program status statewide.

Fiscal Agenda: Use existing resources to print and disseminate a report on programs with an active multi-ethnic curriculum.

MEETING FAMILIES UNIQUE NEEDS

Finding: Families with special needs also require child care services. Since the child care industry has not been able to keep pace with mainstream needs, the child care needs of special populations are often under-addressed.

Recommendation 1: Expand DYFS training in child abuse and neglect to include training for working with children with domestic violence, and substance abuse.

Accomplishments to date: To be identified.

Strategy: Develop training programs in conjunction with the Department of Health, NJ Coalition for Battered Women, the Division on Women, and DYFS medical staff. Include information on drug-addicted babies and pediatric AIDS children.

Fiscal Agenda: Use existing resources.

Recommendation 2: DYFS should implement a long-range plan to increase enrollment of children under protective service supervision in Social Services Block Grant (SSBG) child care programs.

Accomplishments to date: To be determined from DYFS.

Strategy: To be identified.

Fiscal Agenda: Not applicable.

Recommendation 3: DYFS should establish a crisis care system in the state that would make respite care available to high risk populations.

Accomplishments to date: A limited number of respite child care programs are in operation.

Strategy: Conduct needs assessment and report on effects of existing programs. Develop family day care homes for this purpose.

Fiscal Agenda: To be determined.

Recommendation 4: Department of Human Services must take a leadership role in encouraging and assisting child care programs to provide a family-centered approach to services which recognizes and appreciates cultural differences while attempting to meet the multi-service needs of families.

Accomplishments to date: To be determined.

Strategy: Continue with existing strategies.

Fiscal Agenda: Not applicable.

Recommendation 5: Recruit, train and monitor family day care homes operated for bilingual and multi-cultural families.

Accomplishments to date: Identify programs such as El Primer Paso in Dover, NJ.

Strategy: Work with family child care sponsoring networks and organizations to develop similar programs.

Fiscal Agenda: Develop funds for program implementation.

Recommendation 6: Develop network to initiate or expand services for teen-age parents.

Accomplishments to date: To be determined.

Strategy: Review existing school-based programs in place throughout the State. Focus on needs for programs that enroll infants and toddlers. Work with agencies already involved in teen parent issues to design training programs or use existing materials to establish such programs in locations where they are needed.

Fiscal Agenda: Use existing resources until clear needs are established.

Recommendation 7: School districts should be encouraged to provide parenting classes as part of the mandated family life education curriculum.

Accomplishments to date: Topic to be explored.

Strategy: Identify existing programs and work to replicate similar programs where appropriate.

Fiscal Agenda: Use available resources in initial phase.

Recommendation 8: Include medical, physical and emotional needs of young children along with other needs listed in Recommendation 1 under Availability, Affordability and Accessibility.

Recommendation 9: Explore in-depth solutions to the lack of available child care for special needs populations.

Accomplishments to date: Using federal Dependent Care Grant funds, the Department of Human Services is directing a Special Needs project called "More Alike Than Different." Training materials have been developed and a statewide conference on integrating children with special needs into school-age child care programs was sponsored in March, 1991. Special needs resources are included on CCR&R System.

Strategy: Continue present course of action, including a request for a coordinated effort between the Departments of Education and Human Services, to examine current range of fees for services for special needs children and explore the feasibility of a fixed unit rate for such services.

Recommendation 10: Establish coordination and cooperation between school systems and child care providers serving populations with special needs and handicapping conditions.

Accomplishments to date: To be identified.

Strategy: Encourage relevant organizations and government agencies to continue or initiate such efforts. Set up a task force composed of members from, but not limited to, the Departments of Education, Human Services and Health.

Fiscal Agenda: Use existing resources.

RECOMMENDATIONS

Child Care in New Jersey '91: The Annual Report to the Legislature and An UPDATE to Child Care: Today's Challenge for Tomorrow is the New Jersey Child Care Advisory Council's account of the key child care initiatives and events that have taken place during the past three years. Now, with the significant increase in support from the Governor's office, the State Legislature, and the Federal government, parents, the child care community, and child and family advocates have embarked on a comprehensive effort to expand and improve child care programs and services throughout the State.

The Council has merged its 1988 recommendations, designed to shape New Jersey child care into the 21st century, with its present priorities in order to influence the future development of the child care delivery system and to fulfill its role as advisor to the State on child care issues, policies and programs. The Council and its colleagues will address the critical issues in response to the needs of children, parents, and providers. The recommendations of the Council for SYY'91 and SFY'92 are not presented here in any individual priority order. As the planning process for child care reform in New Jersey progresses, the Council will attach priority levels to each recommendation and link them with appropriate funding sources. The recommendations are listed as follows:

First, the seven main categories used in the 1988 plan and the finding for each;

Second, the recommendation or recommendations, including the original fiscal agenda, where it has been retained, (if the wording has been slightly changed to reflect current focus, the intent of the recommendation has not been changed, and;

Third, references to any relevant pending state legislation which the Council supports, with appropriation where included.

Other State legislation supported by the Council, and bills that the Council opposes are listed at the end of this section.

At the end of the chapter, the list of 20 recommendations are presented in slightly revised categories that reflect the focus of the new Federal legislation. This list is <u>not</u> presented in any priority order.

RECOMMENDATIONS FOR SFY'91 AND SFY'92

I. AVAILABILITY, AFFORDABILITY, ACCESSIBILITY

<u>Finding</u>: More affordable, accessible quality child care resources are needed to meet New Jersey's growing needs.

1. Increase infant/toddler care in center- and home-based programs

2. Implement a comprehensive impact study to determine short- and long-term child care needs.

3. Develop a variety of child care programs and services together with a range of funding mechanisms in order to meet specific needs of children and families.

Fiscal Agenda: **$175,000**

Legislation: S-1983/A-2506 - Establishes an office of Employer-supported Child Care, $200,000; S.1059/A-2008 - Permits a corporation business tax credit for employee child care center; A-2247 - Establishes an Office on Child Care in DYFS, $145,000; A-3082 - Appropriates $150,000 to Child Care Advisory Council.

II. QUALITY

Finding: Children and their families who use child care services are entitled to a quality experience. Many parents need general information to help them determine what constitutes quality in a child care program. In addition, an incentive system is needed which would uniformly recognize those programs that exceed mandated baseline quality standards. The general public must also be educated to understand its role in providing and insuring quality child care services.

1. Implement a series of public relations campaigns to educate parents and the general public about the value of quality child care and early education.

2. Establish a uniform incentive system which recognizes programs that exceed minimum quality standards.

Fiscal Agenda: To be determined.

Legislation: Although no current bills speak directly to either of these recommendations, several bills address similar issues: S-33/A-2808 - The Child Care Facilities Grant Program, $2 million; S-2097 ($2 million)/A-2307 ($4 million) - The Child Care Facilities Incentive Assistance Fund Act .

III. CHILD CARE REGULATION

Finding: Both parents and child care professionals agree that there is a need for state government to regulate minimum standards for the provision of all child care services [sic].

1. Amend the current child care center licensing law to include school-age child care programs and the current voluntary family day care registration law to eliminate contradictions in the language of the two laws.

2. Fund more frequent life-safety and program inspections.

Fiscal Agenda: To be determined.

Legislation: None.

IV. SUBSIDIZING THE CHILD CARE SYSTEM

Finding: Both the government and the private sector must join forces to provide additional child care subsidies for eligible populations.

1. Provide for "wrap-around" services for Head Start and children with special needs.

2. Support programs for teen parents.

3. Increase level of resources for child care resource and referral system.

4. Increase level of resources for family child care.

5. Increase center staff salaries and other forms of compensation.

6. Establish voucher payment system in addition to purchase of service contracts.

Fiscal Agenda: To be determined.

Legislation: S-1595/A-3585/A-3790 - Establishes family day care homes as permitted use in residential districts, etc.; A-4164 - Allows public schools to be exempt from local zoning laws re: child care.

V. CHILD CARE: THE PROFESSION

Finding: There is a great deal of concern on the part of child care professionals regarding certification requirements for early childhood educators. This issue must be thoroughly researched, as well as the training and management needs of child care staff. A solution to the low salaries paid to child care professionals must be determined.

1. Conduct a statewide survey of child care center staff salaries and other types of compensation.

2. Continue addressing and supporting the issue of a separate early childhood teacher certificate.

3. Expand child care training programs of all types for all levels of administration and teaching.

Fiscal Agenda: To be determined.

Legislation: S.1369/A-3005 - Establishes a separate early childhood education endorsement.

VI. PARENTAL ROLES AND RESPONSIBILITIES

Finding: The child care provider offers an essential service to the working parent and has much potential to assist parents with their needs for support services. Parents also have many abilities and talents which can help providers enhance programming and advocate for services. A partnership approach between child care providers and parents will benefit the parent, the provider, and, most importantly, the child.

1. Promote efforts to include parent involvement in the planning and operation of their children's child care programs.

2. Establish programs and practices that promote multi-ethnic sensitivity.

Fiscal Agenda: To be determined.

Legislation: None.

VII. MEETING FAMILIES UNIQUE NEEDS

Finding: Families with special needs also require child care services. Since the child care industry has not been able to keep pace with mainstream needs, the child care needs of special populations are often under-addressed.

1. Provide training for persons working with children involved in AIDS, homelessness, drug abuse, and domestic violence.

2. Establish crisis care units for infants and children.

Fiscal Agenda: To be determined.

Legislation: None.

OTHER CHILD CARE LEGISLATION SUPPORTED BY THE CHILD CARE ADVISORY COUNCIL

S-2544/A-3138 - Concerns toy safety.

AJR-31 - Establishes a study of insurance costs to child care centers

CHILD CARE LEGISLATION OPPOSED BY THE CHILD CARE ADVISORY COUNCIL

S-27/A-2294 - Amends the charitable immunity law

S-839 - Eliminates matching funds requirements for Social Service Block Grant child care contracts

A-4152 - Establishes a child care ombudsman in DYFS

LIST OF 20 RECOMMENDATIONS

The Child Care Advisory Council's list of 20 recommendations for SFY'91 and SFY'92 are summarized here in the five major categories selected by the Council to reflect the topic areas emphasized in the new Federal legislation. As the Statewide planning process for child care reform in New Jersey progresses, priority recommendations will be selected and linked to appropriate sources of funding.

Resource Development and Facilities Expansion

1. Implement a comprehensive impact study to determine short-and long-term child care needs.

2. Increase infant/toddler care in center- and home-based programs.

3. Establish funding mechanisms for facilities expansion.

4. Provide wrap-around services for Head Start and children with special needs

5. Support programs for teen-age parents

6. Increase level of resources for family child care

7. Establish crisis child care units for infants and children.

8. Establish a voucher/certificate system in addition to purchase of service contracts.

Regulations and Standards

9. Amend the current child care center licensing law to include school-age child care programs and the current voluntary family child care registration law to eliminate contradictions in the language of the two laws.

10. Fund more frequent life-safety and program inspections.

11. Continue supporting the issue of a separate early childhood teacher certificate.

12. Establish a uniform incentive system which recognizes programs that exceed minimum quality standards.

Resource and Referral Services

13. Increase level of resources for child care resource and referral system.

14. Implement a series of public relations campaigns to educate parents and the general public about the value of quality child care and early education.

15. Promote efforts to include parent involvement in the planning and operation of their children's child care programs.

Staff Salary and Compensation

16. Conduct a statewide survey of child care center salaries and other types of compensation.

17. Increase center staff salaries and other forms of compensation.

Training

18. Expand child care training for programs for all types and for all levels of administration and teaching.

19. Provide training for persons working with children involved in AIDS, homelessness, drug abuse, and domestic violence.

20. Establish programs and training practices that promote sensitivity to multi-ethnicity.

APPENDIX A

FACT SHEET ON CHILD CARE IN NEW JERSEY
(As of March 1991)

1. **Licensed Child Care Centers.** New Jersey has 2,225 licensed child care centers serving 131,000 children from birth through five years. For information about licensed child care centers, call **(609) 292-1021.**

2. **Government-funded Child Care.** In New Jersey, 225 community-based non-profit agencies receive federal Social Services Block Grant (SSBG) and State funds to provide year-around and part-time care as needed for infants, toddlers, preschoolers, before- and/or after kindergarten children, and school-age children. In SFY'91, $23,127,528 in State funds and $9,935,783 in SSBG funds totaled $33,063,311 for direct child care services. For information about government funded child care, call **(609) 292-0901.**

3. **Registered Family Child Care Providers.** New Jersey has 3,600 registered family child care providers serving an average of 3.5 children each (approximately 12,600 children). An estimated 25,000 providers to date have not chosen to register under New Jersey's voluntary program. For information about family child care provider registration, call **1-800-3-DAY CARE.**

4. **Employer-supported Child Care.** New Jersey has 121 employer-supported child care centers. At the present time there are no current available data on the number of employers providing support for child care through other types of services, such as resource and referral services, parent seminars, staff training, vouchers, family day care networks, flextime and family leave policies, flexible spending accounts, and others. For information about ESCC, call **(609) 633-6663.**

5. **School-age Child Care.** New Jersey has an estimated 800 school-age child care (SACC) programs and SACC coalitions in all but one of the 21 counties. For information about SACC, call **(609) 292-2404.**

6. New Jersey has 23 center-based programs accredited by the National Academy of Early Childhood Programs, part of the National Association for the Education of Young Children (NAEYC), and over 100 centers that are engaged in the initial self-study phase of the accreditation process. A growing number of family child care providers are accredited by the National Association for Family Day Care (NAFDC). For information about NAEYC accreditation, call **(609) 951-2249.**

7. Since 1986, New Jersey has had a statewide Child Care Resource and Referral (CCR&R) System with a Statewide Clearinghouse, three Regional Resource Centers (Northern, Central, and Southern), and agencies to serve individual counties. For information about the CCR&R System, call **(609) 292-8408.**

APPENDIX B

NEW JERSEY
CHILD CARE ADVISORY COUNCIL

ALPHABET GROUPS:
Abbreviations Used in Early Education and Child Care

The following list of abbreviations has been compiled to help members of the New Jersey Child Care Advisory Council identify the numerous agencies and organizations that are often referred to by their initials. The abbreviations of organizations represented on the Council are shown on the membership list and are not included here.

ACYF	Administration of Children, Youth & Families (USDHHS)
AFDC	Aid to Families with Dependent Children
BOL	Bureau of Licensing (DYFS)
CCAC	Child Care Action Campaign
CCDBG	Child Care & Development Block Grant Act
CCEP	Child Care Employee Project
CCFP	Child Care Food Program (USDA)
CCR&R	Child Care Resource and Referral
CDA	Child Development Associate
CDF	Children's Defense Fund
CWLA	Child Welfare League of America
DCA	NJ Department of Community Affairs
DEA	NJ Division of Economic Assistance
DHHS	US Department of Health & Human Services
DHS	NJ Department of Human Services
DOE	NJ Department of Education
DOH	NJ Department of Health
DOL	NJ Department of Labor
DOW	NJ Division on Women
DYFS	NJ Division of Youth & Family Services
ECCO	Expanded Child Care Options (Rockefeller Project)
EECC	Early Education & Child Care
ESCC	Employer-supported Child Care
FCC	Family child care (preferred term for family day care)
FSA	Family Support Administration (USDHHS)
HS	Head Start
HSAC	Human Services Advisory Councils (NJDHS)
IV-A	Titles of the Family Support Act that address child care
NACCRRA	National Assoc. of Child Care Resource & Referral Agencies
NAFDC	National Association for Family Day Care

NAECP	National Academy of Early Childhood Programs
NAEYC	National Association for the Education of Young Children
NCCIP	National Center for Clinical Infant Programs
NJEA	New Jersey Education Association
OCCD	Office of Child Care Development (NJDHS)
OLS	Office of Legislative Services
Region II	USDHHS regional office that oversees Head Start in New Jersey
SACC	School-age Child Care
SSBG	Social Service Block Grant
USDA	U.S. Department of Agriculture (sponsor of CCFP)

February 28, 1989
Rev. March 1, 1991

APPENDIX C

NEW JERSEY CHILD CARE ADVISORY COUNCIL

PUBLICATIONS ORDER

— Child Care: Today's Challenge for Tomorrow/A Comprehensive Plan for the Growth and Development of Child Care in the State of New Jersey. 1988. 136 pp.

---- Child Care in New Jersey: A Report to the Legislature. (1988 Annual Report). April 1989. 54 pp.

---- A Position Paper on Certification of Early Childhood Teachers in the State of New Jersey. July 1989. 18 pp.

---- Child Care in New Jersey 1989: A Report to the Legislature. (1989 Annual Report). March 1990. 68 pp.

---- Child Care in New Jersey '91: The 1990 Annual Report to the Legislature & An UPDATE on Child Care: Today's Challenge for Tomorrow. Available after April 15, 1991.

To order copies of these publications and for information about the New Jersey Child Care Advisory Council, please contact:

Edna Ranck, Coordinator
Office of Child Care Development, Department of Human Services
222 South Warren Street, CN 700
Trenton, NJ 08625 (609) 984-5321

or check the documents you want and mail the order form provided below:

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FOR MORE INFORMATION ABOUT

CHILD CARE IN NEW JERSEY,

OR FOR ADDITIONAL COPIES OF THIS AND

OTHER COUNCIL DOCUMENTS,

PLEASE CONTACT:

NEW JERSEY CHILD CARE ADVISORY COUNCIL

Office of Child Care Development
Department of Human Services
222 S. Warren Street
CN 700
Trenton, NJ 08625
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